

PSAC Bargaining Demand

MEMORANDUM OF UNDERSTANDING BETWEEN THE TREASURY BOARD OF CANADA AND THE PUBLIC SERVICE ALLIANCE OF CANADA IN RESPECT OF CERTAIN MEMBERS OF THE AS GROUP

Preamble

In an effort to reduce recruitment and retention problems and attain parity with comparable compensation groups of the public service, the employer will provide a Recruitment and Retention Allowance to incumbents for the performance of compensation and benefit duties.

Eligibility

Commencing on June 21, 2007, employees encumbering positions in the field of Compensation and Benefits Operations from the AS-1 to AS-6 groups and levels shall be eligible.

Application

1. An allowance to be paid biweekly in accordance with the following grid:

	Annual allowance		
	Effective June 21, 2007	Effective June 21, 2008	Effective June 21, 2009
AS-1	\$11,291	\$11,799	\$12,330
AS-2	\$12,121	\$12,666	\$13,236
AS-3	\$12,992	\$13,577	\$14,188
AS-4	\$14,233	\$14,873	\$15,543
AS-5	\$17,001	\$17,766	\$18,566
AS-6	\$18,896	\$19,746	\$20,635

2. A new bargaining code (30101) shall be established to identify eligibility.
3. The allowance shall form part of the employee's salary.
4. Part time employees shall be entitled to the allowance prorated in accordance with their assigned workweek.
5. When required by the Employer to perform the duties of a higher classification level in the field identified under this Memorandum of Understanding, the Recruitment and Retention Allowance payable shall be proportionate to the time worked at each level.
6. An employee shall not be entitled to the Allowance for periods where he/she is on leave without pay or under suspension.
7. The employer shall take action to resolve the classification parity issue through consultation with the Union to establish a sub-group and levels for specific positions performing compensation and benefit duties.
8. The parties agree that disputes arising from the application of this Memorandum of Understanding may be subject to consultation.